



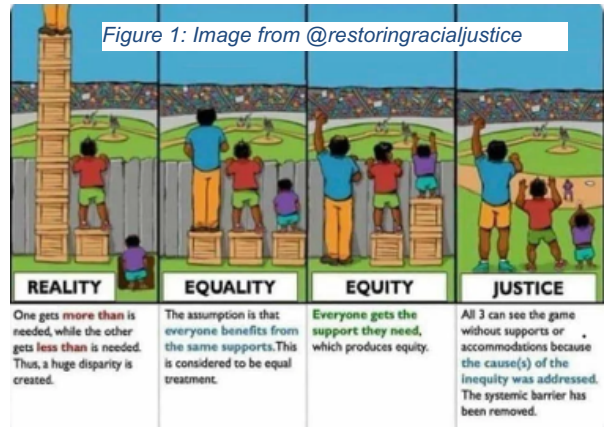
All Our Kids Early Childhood Networks Equity One-Pager

AOK Networks Equity Definition:

Equity in AOK Networks is realized when all children and families have just treatment and opportunities, which includes valuing and embracing their unique cultures, identities, abilities, languages, needs, and preferences.

In an equitable early childhood system:

1. We work toward equity by meaningfully including and involving families that are impacted by inequities in the creation of a system of services and supports that works with and for them. **(our process)**
2. We achieve equity when one's race, ethnicity, or social circumstance¹ does not determine how children and families' fare; when every child and family have access to everything they need to thrive. **(our impact)**



AOK Networks Equity Priorities:

1. Build capacity of all local partners² to use an equity lens for decision-making and to advance equity processes and outcomes. **(network capacity)**
2. Engage with parents/caregivers that are impacted by inequities as partners in the creation and implementation of a culturally and linguistically responsive systems of services. **(family engagement)**
3. Reduce system barriers and open opportunities for the most impacted children and families to access and participate in services and supports, so that they are not further disadvantaged. **(system improvement)**
4. Engage with parents/caregivers to design, reframe, or eliminate system policies and practices in order to promote greater justice³ for children and families. **(system improvement)**
5. Every child, family, and community benefits from a more equitable and just system. **(Child, family, and system outcomes)**

¹ Social circumstance: Includes but is not limited to age, gender, sexual orientation, language, immigration status, place of origin, education, learning ability, income, disabilities, geographic location, housing arrangement, spiritual belief, and family background.

² Partners: This includes all local partners and our allies that support the health, safety, and development of young children and their families; parents and caregivers are also partners in this work.

³ Justice: A transformation of society to eliminate racial disparities so that all people have dignity, resources, power, and self-determination to fully thrive.